

Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

INTRODUCING THE NEW LOCAL CHURCH PROFILE

Who
are
we

Who
is our
neighbor

Who is
God
calling us
to become

?

The new Local Church Profile is not just for congregations in search of a pastor. *All* congregations are encouraged to engage in its process of discovery every 3-5 years. The UCC Local Church Profile reflects valuable data, assesses ministry, clarifies change, and helps advance the calling of the congregation. Not just to be completed by a search committee – the more participation, the better!

MINISTERIAL EXCELLENCE,
SUPPORT & AUTHORIZATION

**UNITED CHURCH
OF CHRIST**



UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

First United Congregational Church of Christ
North Ridgeville, OH

Settled Pastor Opening

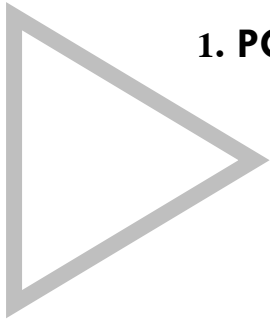
Living Waters Association

May 1, 2023

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*“God is able to provide you with every blessing, so that
having all sufficiency in all things at all times,
you may abound in every good work.”
(2 Corinthians 9:8)*



1. POSITION POSTING

- a. LISTING INFORMATION
- b. SCOPE OF WORK
- c. COMPENSATION & SUPPORT
- d. WHO IS GOD CALLING TO MINISTER WITH US?

1a. LISTING INFORMATION

Church name: First United Congregational Church of Christ
Street address: 36363 Center Ridge Road, North Ridgeville, OH 44039
Supplemental web links: fccalive.org

Conference: Heartland

Association: Living Water

UCC Conference or Association Staff Contact Person (Name, Title, Phone, Email):

Rev. Nayiri Karjian, Association General Minister

960 Portage Trail, Cuyahoga Falls, Ohio 44221

330.940.2220 x102

nayiri.agm@livingwaterone.org

Summary Ministry Description:

In a short paragraph, reflect on where your church is going and what it might look like when you get there. What do you need to get there? Who are you seeking to join you on this part of your church's faith journey?(42,43,44,9,65,66)

We are a church focused on growing, both spiritually and in numbers. COVID did impact us like other churches, but we have rebounded well, and are very close to the type of worship we enjoyed pre-pandemic. Our strength lies in the size of our children's membership and in the quality of the children's educational programs. We want to build on that to continue to provide education through the teenage, youth and young adult portion of our congregation's life. We are open to ideas and are actively investigating creation of more small groups, more Bible study and adult education programs. We are proud of our O&A affiliation, and believe we are the only if not largest LGBTQIA+ house of worship in our general area. We can benefit from a jump in technology resulting in a modern website, modern A/V capabilities in worship and a greater ability to stream live worship services. We just celebrated our 200th year as a church in the community and our church building is a strong selling point and pillar of both the history of our town and region, and a strong foundation to grow into the future.

We have very strong outreach programs highlighted by our connection and interaction with the Lotts Creek Community and Settlement school in Hazard, KY. Our youth and adults travel to the area every year for a week where we wear many hats to serve that community. Even though that represents part of our mission within the walls of our country, we extend our missions globally as well. Upon finding a pastor, we look forward to identifying a 5-year visionary plan to address building, mission, service, social activism and increasing O&A presence.



What we value about living in our area:

We value our closeness to Cleveland and all of the benefits the city has to offer yet still enjoy a smaller town feel. Our church values ministry to youth and adults, while supporting everyone in their spiritual journey wherever they are on that path. As the community has grown, so has the appreciation for every lifestyle where all are the same in God's eyes.

Current size of membership: 175

Languages used in ministry (*other than English*):

Position Title: Settled Pastor

Position Duration

Settled – a called position intended for longer-term ministry in which the minister moves church membership to the congregation and moves standing to related association

Compensation Level

Negotiable

Does the total support package meet conference compensation guidelines?

Yes

1b. SCOPE OF WORK

Core Competencies:

We are looking for a settled pastor to join and enjoy our congregation. The 3 top qualities of a successful pastor as prioritized by our membership are:

- **Skilled in Spiritual Guidance** – Someone to encourage development of the congregations' spiritual lives and works intensely with those interested in pursuing spiritual disciplines.
- **Worship Leader** – Most at home leading our congregation in worship and has an appreciation for that capability in both formal and informal settings.
- **Friendliness/Counseling** – A warm and loving person who relates to us as ordinary human beings. Someone who is compassionate and a good listener, and not afraid to reveal their own struggles.

1c. COMPENSATION AND SUPPORT

Salary / Benefits – *Negotiable*

Expected Living Situation – Negotiable (no parsonage)

Describe peer and professional supports available for ministers in your association/conference:

- The Living Water Association offers Communities of Practice which brings together a group of pastors for regular discussions and sharing as well as opportunities for professional development, spiritual nurture and service. In addition, you may develop informal relationships with other UCC churches in our area.
- Lorain county Pastors Association
- North Ridgeville Pastors Association

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment: - Open to negotiation.

1d. WHO IS GOD CALLING TO MINISTER WITH US?

Our congregation has prioritized our pastor's recommend tasks in the following order from most important on down:

1. Planning and leading worship services while being sensitive to our congregational needs through preparing and preaching inspiring sermons.
2. Ministering / visiting our sick, hurting, housebound or bereaved membership
3. Help plan and lead a program of new member recruitment.
4. Helping create small groups that can be laity led.

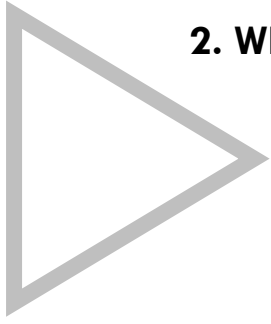
Based on what you have learned about who your church is, who your church's neighbor is, and who God is calling the church to become, describe four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* that your next minister will display to further equip the congregation's ministry in these areas.

To do these important tasks, we feel these areas of "The Marks of Faithful & Effective Authorized Ministry" are most applicable:

1. Continuing discernment of one's call in the community.
2. Nurturing care and compassion for God's creation.
3. Building relationships of mutual trust and interdependence.
4. Encouraging leadership development of self and others through continuing education and lifelong learning.

We are blessed to have clarity on what makes us who we are. These aspects of our church are:

1. Welcoming and friendly
2. Focused on our kids/youth and their development
3. Open and Affirming
4. Engaged in the local community through our state, country and global ministries



2. WHO IS GOD CALLING US TO BECOME?

“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)

Who is God calling you to become as a congregation?

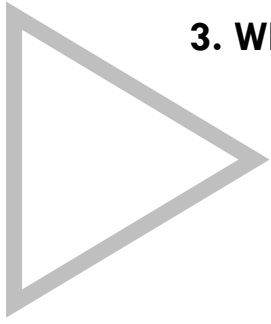
God is calling us to be:

- Warm, friendly, and welcoming
- Dedicated to the mission represented by Jesus – dedicated to reaching people where they are with the intention to bring all into a closer fellowship with God, to heal hearts and communities

Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation.

God is calling us to equip the next generation to face the new and upcoming challenges of the day. For us this means a focus on the development of our kids and our youth. One of the things we did was host an impromptu pride gathering at our church. COVID derailed a scheduled trip to participate in the Cleveland PRIDE parade, so we brought the parade to the church. Our congregation and youth joined hands and presented PRIDE posters outside of our church walls to greet our community, with one young woman who even stopped because she has been looking for a place for LGBTQIA+ youth to be welcomed. A second event was a carnival focused to our young people in the community. This strategy yielded some new visits from families in the area, and we look forward to continuing to engage our community in similar events.

Our church did undertake a multi-year strategic plan, but we need to re-examine the plan. We are aware that the world is rapidly changing so perhaps instead of a multi-year plan we can choose annual priorities to stay relevant in the world in which we live.



3. WHO ARE WE NOW?

“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV)

- a. CONGREGATIONAL REFLECTIONS
- b. 11-YEAR REPORT
- c. CONGREGATIONAL DEMOGRAPHICS
- d. PARTICIPATION AND STAFFING
- e. CHURCH FINANCES
- f. HISTORICAL INFORMATION

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith.

Purpose Statement:

No matter who you are, or where you are on life’s journey, you are welcome here.

Our commitment:

“To share faith, hope and love with all, we, the First Congregational United Church of Christ of North Ridgeville, Ohio, believing we have been led by the Spirit of Jesus Christ, declare our congregation to be Open and Affirming. We acknowledge God’s acceptance of every individual and Jesus’ commandment to love one another. Our faith leads us to welcome all races, ethnicities, ages, sexual orientations, gender identities and expressions, family structures, faith backgrounds, abilities and economic circumstances, into the full life and ministry of this church. As we grow together in faith and love, we strive to celebrate the diversity in which God has created us and commit ourselves to justice and equality for all.”

Our congregation:

- Influenced by a healthy mix of history, tradition, and emerging contemporary trends
- Represents a clear reflection of the population of our area
- Our interaction with the community outside the church is strong, and could be even stronger
- Benefits through serving our membership while serving the larger world outside
- Can be described as a large caring family with room and love for more members
- Understands the social-political challenges of our time, and unafraid to activate when needed
- Aligns with the beliefs and creeds of the First Congregational United Church of Christ’s denomination
- Has grown spiritually through setbacks and prosperity

- Invests in its youth
- Provides open and clear communication to its membership

Describe several strengths or positive qualities of your congregation.

In summary, we define our strengths as our openness to all, our focus on the education of our children and a firm belief that Christ is still speaking and directing us. Also, a committed and gifted lay leadership

Describe what worship is like when your congregation gathers.

Our services focus to:

- Challenge the intellect while moving our spirit
- Respect the holiness and sacraments of our traditions while integrating some of the contemporary ideals of today's churches
- Ensure inclusivity in language, access to facilities and access to the operations and worship of the church
- Be a common place for our children and youth to learn and participate.

Effective worships are:

- Useful in our everyday lives
- Instructional on events and issues that go beyond ourselves and our local community
- Comforting and reassuring to our spirits
- Well composed and delivered adeptly

Describe the educational program/faith formation vision of your church.

Our church has always believed in providing a strong faith formation program for our children/youth that includes our babies to our oldest adults. It is learning, and modeling god's teaching of our faith that allows us to demonstrate that faith formation is the work of the whole community.

Even during COVID, our church had very successful online faith formation programming with 90% of our children/youth participating. We included many different forms of faith formation activities for our entire faith community with car parades (with drop offs of cards/treats/prayer journals), Advent/Lent in a Box, and Sunday morning online worship.

Currently, our faith formation vision is evolving because of things we learned during COVID and the transitions back to in person programming. Currently we are:

- A.) Exploring ways to extend our programming to include more immersion into themes/topics for faith formation Sunday School verses using a “canned curriculum.” This was a well-received avenue for online Sunday morning classes. From the Bible, we embraced learning about the Beatitudes, Creation, the Parables and Moses. We utilized the book, “Wonder” by R.J. Palacio, for our 3rd-6th graders, and “We Are All Wonders” by the same author for our younger children to do a study of inclusion and acceptance of all people. This was very well received by families and books were also dispensed to adults in the congregation who wanted to read the book.
- B.) Incorporating more outreach led by our children/youth and supported by the congregation has been a renewed avenue for sharing our faith. The congregation, inclusive of our children/youth, has provided birthday bags for our local Community Care program, built Easter baskets for our home bound/congregants in need of our “love,” and filled backpacks for students in need. Our youth/young adults sponsored an affirmation of our LGBTQIA+ friends with a “stand-in” in front of our church and are sponsoring our involvement in the Cleveland Pride Parade this year. Since COVID, our youth and several adults participated in weeklong mission trips to Kentucky to help those in need.
- C.) Exploring ways to provide more opportunities for adult education/programming as well as intergenerational activities which could be led by lay leaders, community members and the minister are all areas being considered.
- D.) Utilize our youth in more leadership roles in worship (lay readers, communion, acolytes) and providing a welcoming area to sit in worship for our children and families with babies.

Our vision for faith formation involves everyone in the congregation as leaders and learners. Working together, we will continue to grow as a community of faith.

Describe how your congregation is organized for ministry and mission.

- We have the following boards within our church. A leader from each of these boards meets as a church council monthly.
 - Christian Education / Faith Formation
 - Deacons
 - Outreach
 - Trustees
 - Staff Meetings

When it comes to decision-making, how many hours are spent in meetings per month?

- 10 hours / monthly (includes some non-regular topics – Pastor/Parish, Parish Nursing)


Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?

- The sudden onset of COVID forced extremely quick action. Council and various board meetings were immediately moved to virtual environments (ZOOM, etc). Everyone worked together to accommodate new realities and were following recommendations made by the State of Ohio as they were changing. This did not stop the church from continuing in Sunday services (that were live streamed), and also Sunday School for our youth (there was no disruption to ministries for our kids or youth)

Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church's activity and governance?

Yes, we will provide.

3b. 11-YEAR REPORT

UNITED CHURCH OF CHRIST											
ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS											
Church#:	524170										
Assoc:	588	Schedule:	0	First Congregational UCC			North Ridgeville		OH	44039	
YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED		
2012	217	73	16	5	2	0	4	0	3		
2013	218	71	16	0	0	2	1	0	1		
2014	218	71	16	0	0	0	0	0	0		
2015	220	91	36	0	0	8	6	0	2		
2016	228	94	54	0	0	11	3	0	8		
2017	237	96	62	0	0	10	1	0	9		
2018	243	96	61	0	0	9	3	0	6		
2019	166	87	0	0	0	0	0	0	0		
2020	164	80	57	0	0	0	2	0	-2		
2021	161	55	35	0	0	0	7	0	-7		
2022	166	54	40	4	0	4	3	0	5		
YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS	
2012	\$106,487	\$0	\$3,662	\$1,461	\$5,123	\$3,458	\$8,581	3.44	\$115,068	\$84,667	
2013	\$118,272	\$0	\$3,757	\$1,335	\$5,092	\$5,769	\$10,861	3.18	\$129,133	\$88,136	
2014	\$118,272	\$0	\$2,731	\$968	\$3,699	\$0	\$3,699	2.31	\$121,971	\$0	
2015	\$122,577	\$0	\$3,577	\$1,393	\$4,970	\$3,492	\$8,462	2.92	\$131,039	\$107,436	
2016	\$127,893	\$0	\$3,797	\$878	\$4,675	\$3,877	\$8,552	2.97	\$136,445	\$104,081	
2017	\$128,307	\$0	\$4,348	\$2,409	\$6,757	\$4,362	\$11,119	3.39	\$139,426	\$108,915	
2018	\$127,166	\$0	\$4,381	\$1,056	\$5,439	\$4,839	\$10,278	3.45	\$137,444	\$109,243	
2019	\$131,684	\$0	\$6,450	\$2,345	\$8,795	\$0	\$8,795	4.90	\$140,479	\$0	
2020	\$123,615	\$0	\$4,089	\$407	\$4,496	\$4,200	\$8,696	3.31	\$132,311	\$107,185	
2021	\$123,105	\$0	\$1,944	\$738	\$2,682	\$3,440	\$8,122	1.58	\$129,227	\$106,836	
2022	\$155,455	\$21,639	\$3,553	\$785	\$4,338	\$4,025	\$8,363	2.29	\$163,818	\$120,252	
% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE			
2017-2022	-29.96	-43.16	-35.48	-20.00	200.00	21.16	-35.80	17.49			
2012-2022	-23.50	-26.03	150.00	14.29	-25.00	45.98	-15.32	42.37			

Please note: Zero values ("0" or "\$0") may reflect missing information in some years. Christian Education/Faith Formation refers to Church School Enrollment for all figures before 2007.

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	99	
Number of active non-members:	76	
Total of church participants (sum of the numbers above):	175	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	62	Yes
Less than 10, more than 5 years:	28	Yes
Less than 5 years:	10	Yes

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
12	16	5	10	4	18	20	20	60	Yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	16.75%	Yes
Households with minors:	35.25%	Yes
Single adults age 35-65:	4%	Yes
Joint households with no minors:	35.25%	Yes
Single adults over 65:	11%	Yes

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	18.75%	Yes
College:	34.38%	Yes
Graduate School:	20.31%	Yes
Specialty Training:	21.88%	Yes
Other (please specify):	4.69%	Yes

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	44.65%	Yes
Adults who are retired:	44.62%	Yes
Adults who are not fully employed:	10.78%	Yes

Describe the range of occupations of working adults in the congregation:

- Professional, Technical (25) :
 - o Teachers
 - o Doctors
 - o Computer Programmers
 - o Architects
 - o Accountants
 - o Artists
 - o Engineers
- Clerical (8)
 - o Bookkeepers
 - o Secretaries
 - o Mail Carriers
 - o Telephone operators
- Service Workers (25)
 - o Police Officers
 - o Barbers
 - o Janitors
 - o Beauticians
 - o Waitpersons
 - o Ushers
- Tradesperson (12)
 - o Carpenters
 - o Masons
 - o Plumbers
 - o Electricians
 - o Machinists, etc
- Laborer (4)
 - o Construction
 - o Manufacturing
- Sales Workers (4)
 - o Insurance / Real-Estate Agents

- o Brokers
- o Salespersons
- Retired (32)

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. Most UCC congregations tend to describe themselves as “diverse.” Yet, the vast majority of UCC congregations are mono-cultural. What does diversity mean in your context?

- We come from many different religious backgrounds and ethnic cultures. We are the only church in North Ridgeville that is O.N.A. We are 1 of 7 churches that are O.N.A out of 14 in Lorain County of the Living Water Association currently.

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one on the near future (perhaps using, for example, the Welcoming Diversity Inventory)? Please note the date. Comment after the exercise:

- We have not had a structured conversation in the past 3 years. However, we will be starting our new vision committee task force to build upon our church’s goals and how we can further become the church of Jesus Christ and make an impact on our community

3d. PARTICIPATION AND STAFFING

Complete the following chart. Please leave blank any fields that are not applicable to your congregation.

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? (<i>list any and all worship planners, such as various lay leaders, pastors, musicians, other staff</i>)
Adult Groups or Classes	30	Lay Leaders/Minister/Deacons/Christian Ed Director
Baptisms (<i>number last year</i>)	0	Minister/Deacons/Faith Formation Director
Children's Groups or Classes	25	Faith Formation Director / Lay leaders
Christmas Eve and Easter Worship	100	Minister, Music, Deacon's, Faith Formation
Church-wide Meals	60-200	Outreach, Faith Formation Director, Trustees, Council, Lay Leaders
Choirs and Music Groups	20	Music Director, Trustees
Church-based Bible Study	0	Minister, Faith Formation Director, Council
Communion (<i>served how often?</i>)	Once a month	Minister, Deacons, Faith Formation, Council
Community Meals	60	Outreach had before Covid
Confirmation (<i>number confirmed last year</i>)	5 did the whole process. But (4) were confirmed	Faith Formation Director, Minister, Deacons, Lay Leaders
Drama or Dance Program	N.A.	
Funerals (<i>number last year</i>)	3	Minister, Secretary, Council
Intergenerational Groups	Lent, Mardi Gras, Trunk-or-treat, Advent,	Faith formation

	Summer Picnic, on average 60+	
Outdoor Worship	20- two times a year	Secretary, Faith Formation Director, Deacons, Trustees, Council, Minister
Prayer or Meditation Groups	N.A.	Secretary, Deacons
Public Advocacy Work	Pride parade, Pride gathering outside of church 10 people	Faith Formation
Retreats	Women's retreat 35, youth retreat's,	Faith Formation
Theology or Bible Programs in the Community	N.A.	
Weddings (<i>number last year</i>)	3 weddings	Minister, Secretary
Worship (time slot: __10:30am__)	54-75 on average	Council, Deacons, Faith Formation, Secretary, Music Director, Minister
Worship (time slot: _____)	N.A.	
Young Adult Groups or Classes	Young Adult 10 average couples	Faith Formation
Youth Groups or Classes	High school youth group 10	Faith Formation
Other: Mission Trip	7 on average	Faith Formation

Additional comments:

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (i.e. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation).

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
N/A				

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation:

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staffperson serves as head of staff.

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Faith Formation Director		Part Time	Christian Education	30 Years
Exec Assistant		Part Time	Trustees	19 years
Music Director		Part Time	Deacons	4 Years
Cleaner		Part Time	Trustees	2 Months
Minister	Yes	TBD	Council / Pastor Parish	
Maintenance		Part Time	Trustees	5 Years

REFLECTION

Reflection: After reviewing the congregational demographics and activities above, what does this information reflect about your congregation's overall ministry?

- Through our MissionInsite study, our congregation is reflective of the community at large. And, as the community changes and grows, we have the same opportunity to change and grow accordingly.

3e. CHURCH FINANCES

Current annual income (dollars used during most recent fiscal year)

Source	Amount
Annual Offerings and Pledged Giving	\$ 154,823
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$
Endowment Draw (<i>beyond what is permitted by spending policy, “drawing down the principal”</i>)	\$ 246,697
Fundraising Events	\$ 7,629
Gifts Designated for a Specific Purpose	\$ 10,428
Grants	\$
Rentals of Church Building	\$ 10,838
Rentals of Church Parsonage	\$
Support from Related Organizations (<i>e.g. Women’s Group</i>)	\$
Transfers from Special Accounts	\$
Other (specify):	\$
Other (specify):	\$
TOTAL	\$

Current annual expenses (dollars budgeted for most recent fiscal year): \$

Attach most recent church budget, spending plan, operating statement, or annual treasurer’s report as shared publicly with the congregation, or – if your church does not pass an annual budget – list current budgeted expenses here. (BUDGET attached)

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? – **43%**

Has the church ever failed to pay its financial obligations to a minister of the church? - **NO**

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year? (*indicate those included during the most recent fiscal year*)

- Our Church’s Wider Mission (OCWM – Basic Support)
- One Great Hour of Sharing
- Strengthen the Church
- Neighbors in Need
- Christmas Fund

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage?

- *50% of Outreach Donations received from congregation*

What is the church’s current indebtedness?

Total amount of loan debt: **\$0**

Reason for debt:

Are capital and other payments current?

If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget.

If the church has had capital campaigns in the last ten years, describe:

Year(s)	Purpose	Goal	Result	Impact
2015-18	Stained Glass window Repair/Refurbishment, Rear Entrance Refurbishment	\$ 63,920	\$ 65,000	
		\$	\$	

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
		\$	\$	
		\$	\$	

Describe the prominent mission component(s) involved in the most recent (or current) capital campaign.

Does your church have an endowment? **YES**

What is the market value of the assets? **\$257,411**

Are funds drawn as needed, regularly, or under certain circumstances?

- **As needed under special circumstances**

What is the percentage rate of draw (last year, compared to 5 years ago)? **0%**

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years:

At the current rate of draw, how long might the endowment last?

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings): \$ 50,959.49

Investments (other than endowment): \$

Does your church have a parsonage? **NO**

Fair market rental value of the parsonage:

How is the parsonage used?

Street / City / State / Zip:

Finished square footage:

Number of Bedrooms, Number of Bathrooms:

Assessed real estate value:

Available for minister residence: Y/N

Expected minister residence: Y/N

Condition of structure, systems and appliances

Entity in the church responsible for review and needed repairs

Describe all buildings owned by the church:

- **Church Building**

- Sanctuary
- Classrooms
- Meeting Rooms
- Offices
- Fellowship Hall
- Undercroft Storage Area
- Choir Loft
- Storage Barn
- Parking Lot

Describe non-owned buildings or space used or rented by the church:

Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*)

- **Worship Space**
- **Classrooms**
- **Fellowship Space**
- **Office Spaces**
- **Bathrooms**

Reflection: After reviewing the church's finances and assets described above, what does this information reflect about your congregation's mission and ministry?

- **Made major budget change to expand minister's package.**
- **Boards and treasurer meet to set the budget which goes to the church council and then to church members for approval.**

3f. HISTORICAL INFORMATION

Name one to three significant happenings in the history of your church that have shaped the identity of your congregation. Add the most important event in the life of your church in the past 10 years.

- **Open and Affirming in 2011**
- **200th Anniversary in 2022**
- **Added Lift and made building ADA compliant (1993)**

Describe a specific change your church has managed in the recent past.

- **Open and Affirming Vote taken and affirmed after a five-year plan to educate and promote. This came out of a five-year visionary project.**
- **ADA compliant (1993) – Raised money for lift and compliant drinking fountains, bathrooms, accessibility to sanctuary, classrooms, offices, fellowship space**

Every church has conflict, some minor, some larger. “Where two or three are gathered, there will be disagreement...” Describe your congregation’s values and practices when it comes to conflict.

For example, what is an example of a recent conflict and something your congregation learned from it? Describe an occasion when your church experienced conflict without being able to resolve it well. Does your church have policies, protocols or structures for dealing with conflict?)

Ministerial History *(include all previous ministerial staff for the past 30 years)*

Staff member’s name	Years of service	UCC Standing (Y/N)
Chris Nichols (Bridge)	5 months	Y
Patty Humphress (Bridge)	2 months	Y
Tony Clark (Interim)	1 year (2021-2022)	Y
Arik Borstad	2014-2021	Y
David Howell (Interim)	2012-2014	Y
John Fairweather	2007-2012	Y
David Connor (Interim)	2005-2007	Y
Ellen Palmer Marsey	2000-2005	Y
Judith Tisserand	1994-2000	Y
Richard Thewlis	1990-1993	Y

Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:

- We are open to trying new things and appreciate the history that has brought us to our current state.

Has any past leader left under pressure or by involuntary termination?

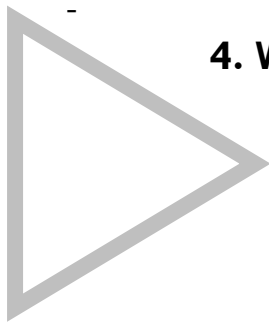
- No

Has your church been involved in a Situational Support Consultation?

- No

Has a past pastor been the subject of a Fitness Review while at your church?

- No



4. WHO IS OUR NEIGHBOR?

“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV)

- a. COMMUNITY VISION
- b. MISSION InSite

4a. COMMUNITY VISION

How do the relationships and activities of your congregation extend outward in service and advocacy?

- We are an active participant in the Cleveland Pride scene, which includes a parade and includes our own church’s Pride event
- We participated in the North Ridgeville community festival parade in the following manners:
 - o Drove a 200th Anniversary Float as part of the parade.
 - o Historically had a booth during the yearly Corn Festival.
- Offered the following engagement opportunities to the community:
 - o Monthly meals
 - o Craft Shows
 - o Auctions
 - o Carnivals
 - o Choir concerts
- Participated in multi-church functions:
 - o Cross walk for Easter
 - o Thanksgiving Community service
 - o Ministerial opportunities to involve Western Reserve clergy

Describe your congregation’s participation in meetings, relationships and activities connecting the wider United Church of Christ (association / conference / national setting).

- We are and have had many members and youth in the past serve as delegates to association, conference, and national settings. We currently have one member on association and conference as a delegate. We have taken many youth group members from our church to Living Water Association, Heartland Conference and General Synod events. As a collaboration with a youth mission trip called the “Mad Maps” to

Conference, General Synod and National Youth Events. We also take youth and adults each year to Lotts Creek, KY where in the past we've done Food Shelters and community work. We've also traveled to St. Louis to assist in flood clean-up.

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations. (Find more information as desired at ucc.org.)

Check any statements below that apply to your UCC faith community.

- | | |
|--|--|
| <input checked="" type="checkbox"/> Accessible to All (A2A) | <input type="checkbox"/> Just Peace |
| <input type="checkbox"/> Creation Justice | <input checked="" type="checkbox"/> Global Mission Church |
| <input type="checkbox"/> Economic Justice | <input checked="" type="checkbox"/> Open and Affirming (ONA) |
| <input checked="" type="checkbox"/> Faithful and Welcoming | <input type="checkbox"/> WISE Congregation for Mental Health |
| <input checked="" type="checkbox"/> God Is Still Speaking (GISS) | <input type="checkbox"/> Other UCC designations: |
| <input checked="" type="checkbox"/> Border and Immigrant Justice | <input type="checkbox"/> Designations from other denominations |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I'M) | <input checked="" type="checkbox"/> UNICEF |
| <input checked="" type="checkbox"/> Heffer | <input checked="" type="checkbox"/> World Shop |
| <input checked="" type="checkbox"/> Community Care | <input checked="" type="checkbox"/> Lorain County Free Clinic |
| <input checked="" type="checkbox"/> Lotts Creek | <input checked="" type="checkbox"/> Habitat for Humanity |
| <input checked="" type="checkbox"/> Hearts for Patriots | <input checked="" type="checkbox"/> Genesis House |
| <input checked="" type="checkbox"/> Doctors without borders | <input checked="" type="checkbox"/> S.A.R.A. |
| <input checked="" type="checkbox"/> Parish Nurse | |

Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future?

- With our new Vision Committee Task Force starting soon, feedback from this committee will determine future plans

Describe your congregation's participation in ecumenical and interfaith activities (with other denominations and religious groups, local and regional).

- North Ridgeville Thanksgiving service
- Easter Cross-walk
- Confirmation program includes attendance at:
 - o Jewish Synagogue
 - o Muslim Mosque
 - o Catholic church
- Community Care Giving Angel Tree
- Opportunities to view other religious ceremonies in the area

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out.

- Our Mission is not in words only, the actions of our church clearly represent what we say. We ground everything we say and do in love. We have learned that love can truly change the world.

Reflect on the scope of work assigned to your pastor(s). How is their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation's expectations on their time?

- We believe this to be a healthy mix of both ministries.

4b. MISSION InSite

Comment on your congregation's MissionInsite report with data for your neighborhood(s) or area. What trends and opportunities are shown?

- We expect a 4.5% population growth over the next 8 years, explicitly expecting over 700 families to move into our area. With

How do your congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to your church, and b) other neighborhoods with which your church connects?

- We very much match our community in terms of our internal demographics both in our adjacent and connecting neighborhoods.

How are the demographics of the community currently shaping ministry, or not?

- The expectation of increasing numbers of families reflect an area need for focus on youth, kids and young couples. This matches with our focus on kids and with our intent to grow our young adult ministries.
- Advocacy groups are important based on our community's needs today and more so into the future. We do currently stress this through our work in sponsoring AA, Al-Anon and other community advocacy groups.
- We are in an area of many adult education opportunities and schools which reflect a need to challenge the minds of the community.

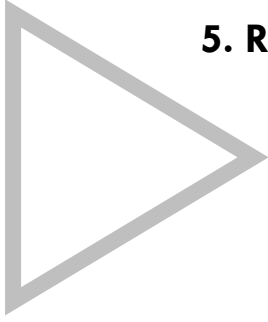
- The population is becoming much more reliant on newer technologies in order to receive information. Social Media, Live Streaming and the internet are replacing radio and other standard ways of communications.

What do you hear when you talk to community leaders and ask them what your church is known for?

- Known for being Open and Affirming
- Welcoming
- Making good food
- Having a building that has basically lived the same amount of time as the community
- Best Kept Secret

What do new people in the church say when asked what got them involved?

- The focus on kids and youth and their education and involvement in the church
- Having more time to devote to the workings of the church
- The open-ness to all people and the acceptance of all people regardless of their position on life's journey



5. REFERENCES

REFERENCE 1

Patty Humphress
Active Bridge Pastor
(330) 461-4474
plhpastor@gmail.com

REFERENCE 2

Kerry Davis
Executive Creative Director / Cleveland Print Room
Past Choir Director
(573) 233-5363
Kerry@clevelandprintroom.com

REFERENCE 3

Allison Borstad
Licensed Therapist and professional life coach
440-222-7810
allison.borstad@gmail.com
Wife of former settled pastor

REFERENCE 4

Kiki Witter
(608) 228-9248
knadw1106@gmail.com
Regular Visitor to church

April 12, 2023

Dear Pastor Candidates,

It was my distinct pleasure to service First Congregational United Church of Christ as bridge pastor from November 7, 2022 to December 25, 2022. I found they are an extremely viable and caring church community, with tremendous potential for spiritual and numerical growth.

1. Describe some areas of strength in this church's ministry.

First Congregational has a strong commitment to sharing the gospel with people of all ages. They have steady worship numbers and a very strong Christian Education program. Between 4-12 children attend worship every week, and the congregation feels blessed to have their families in worship and Sunday school.

The church has a strong outreach program that is volunteer staffed by many people who are passionate about caring for the congregants and for the community beyond.

The staff is outstanding. The secretary is punctual, and excellent communicator, and proficient at her job. The organist is Oberlin-trained and a breath of fresh air with her bubbly personality and her commitment to enhancing the worship experience for all. The Christian Education director is amazingly devoted to teaching the children and youth about Jesus, and has a great team of teachers and helpers making the program run like a well-oiled machine.

Surrounding the staff is a community of devoted volunteers who love being a part of helping make First Congregational the church it is today – and dreaming of what the church will be in the future.

2. Describe some areas of improvement in this church's ministry.

First Congregational, like most churches, struggled to regain footing after Covid. While I was there they had yet to have greeters at each entrance who were passionate about welcoming everyone into the church for worship. And, having a variety of volunteers serve on committees would help ease the burden of those who are serving on too many committees and not able to focus on their specific gifts for ministry.

3. Describe a significant experience you have had of this church's ministry.

During Advent, I gave out small glass stones to the children highlighting each of the four Advent words – peace, hope, joy, love. Grandma brought two boys to worship every other week. After the first week, I heard one of the boys carried his peace stone to school every day and even slept with it under his pillow. If asked, he would share about it and where he got it. His evangelism just might have long-lasting implications in a world that needs positivity. All the kids interacted well, and took lessons with them that will help guide their futures. What a blessing!

4. Anything else you wish to share.

Care radiates from the people of First Congregational. The church celebrated their 200th anniversary in 2022. With the right leadership, they will be a beacon in the community and beyond for years to come.

Respectfully,
Patricia Humphress
Active Bridge Pastor
(330) 461-4474
plhpastor@gmail.com

kerry davis

1308 w. 108th
cleveland, ohio

To whom this may concern:

My name is Kerry Davis. I was fortunate enough to serve this congregation for a couple of years in their music ministry. I have worked in churches for more than 20 years. I am honored to share good thoughts about the beloved congregants of FCUCC.

First Congregational United Church of Christ, North Ridgeville is a congregation worthy of thoughtful consideration. One of the most welcoming and open congregations I have ever worked with, it was a treat to serve in the church. Their greatest strength is a solid core of dedicated, long standing leadership-people who are committed and do the necessary labor to get the work done. There is a deep integrity in their hospitality. They have committed to creating a safe space for all who enter. PROGRESSIVE.

As is true of most churches today, this congregation is being called in to reimagine itself. What will be necessary to respond to the shifting environment? Though I believe they are well equipped to do just that, it may require thinking about expanding their inner-circle of leadership to include some other perspective. It is difficult to innovate in a vacuum. They are open to the changes, leadership must be committed to bringing perspective and vision. This is a congregation which can thoughtfully support a clear vision. Steadfast, resilient, and independent, they could also be challenging for a leader who has not considered their traditions and core values. Change must come with care and loving consideration.

I have very fond memories of working with this group of people. Obviously, my work was predominantly with the choir. What a dedicated group of people! I was not anything close to that which they were accustomed. They were flexible and committed, and through it, I gained perspective about my own idea of what makes a music ministry work. They were a joy to work with.

When I arrived, they were in the throes of raising money to rebuild their organ. This was a "heavy lift" for this congregation. Never had I seen a full congregation get behind anything, much less a MUSIC project. There was palpable support and dedication for that fundraising effort. It was beautiful to watch.

Any minister becoming part of this congregation stands to add to the depth and richness of their story! This is a loving PROGRESSIVE congregation COMMITTED to equity and inclusion. From the outside, it would be easy to see an aging, small town congregation. Look closer. There is a group of people who, with the right leadership, will continue the work of loving God and people.

Best,

Kerry

Allison Borstad

Licensed Therapist and professional life coach

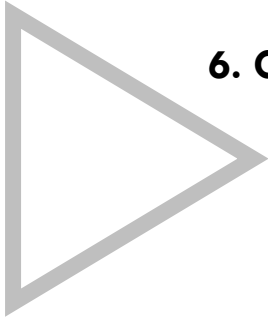
440-222-7810

allison.borstad@gmail.com

Former members and Pastor's wife to former pastor

1. Strengths: This church has a very committed core group of members with longevity and legacy in this church. Not to downplay the service of any of the other members active in church leadership, but the secretary and Christian Ed director are particularly skilled and talented at what they do and are bedrocks of the church. I found the members to be instantly very welcoming and loving when we first joined the church and that did not waver in our seven years of active membership. I always felt loved, accepted, embraced and supported by these members and felt they were particularly respectful and supportive to both me and my pastor husband as we were raising small children– they were great about boundaries on the time we had available and were always encouraging my husband to take more self-care time for himself. Finally, I found there to be less in-fighting and “drama” there than any other church I’ve ever been involved with. In general, I really feel like the members of this church truly “walked the talk” of what it means to be a loving and non-judgemental Christian.
2. Areas for improvement: I haven’t been as active in this church since the pandemic as I had a baby in 2020, the physical church was more or less shut for a year after as online services continued, and then my husband switched churches in late 2021. But when we were there, the growing needs were continuing to attract new visitors and maintain them as new members. There was a need for more of the newer and younger members to step up into leadership, as some of the current leaders of the church had been in the roles for many many years and were naturally losing some steam, especially if age, health concerns, and other family responsibilities were catching up with them. The christian ed programming for younger kids was excellent, but we didn’t have much of an older youth following or program (that may have changed a bit as some of the kids have gotten older).
3. Two significant experiences I had at this church: I have always appreciated that this church walked the talk of being truly “open and affirming” which was an important aspect of my husband’s ministry and to me personally as a bisexual woman who did not always feel safe or respected in other church environments. We had many LGBTQ members and families who were truly embraced and celebrated, and who were able to step up in leadership with the Christian ed and outreach offerings. This is hard to find in a midwestern, suburban-meets-almost-rural setting and is a true strength of this church. Second, our family experienced many big life moments while we attended this church, including us getting married and having two children. As transplants to the Cleveland area who lived far from our own families, the church members went above and beyond to celebrate and support us. It really felt like having an adoptive family, which was especially helpful to us as we adjusted to a new state and these new roles in our life.
4. Additional comments: I made many good friends and almost family-level connections with many members of this church. If it weren’t for the conflict of interest as the former

pastor's wife, I probably would have continued attending this church personally. This church will always hold a special place in my heart. It truly is a gem.



6. CLOSING THOUGHTS

- a. CLOSING PRAYER
- b. STATEMENT OF CONSENT
- c. CONFERENCE/ASSOCIATION VALIDATION

6a. CLOSING PRAYER

“We pray that you understand that as a church, we openly believe that no matter who you are, or where you are on life’s journey, you are welcome here. As we are constantly “Working Toward a Just World for All”, we commit to supporting and living practices that are grounded in justice within our congregation, our community, and wider world. Please help us to aspire to provide a green environment for our church and community. Help us to strive to adapt new technology and create further improvements inside and out, not only to enhance our faith, but to invite more of our community and members in. We continue to want our children to grow up feeling comfortable by being part of the worship service that includes and allows them to ask questions, actively participate, and apply lessons learned from Sunday School. No matter one’s race, age, ethnicity, ability, gender identity and expression, sexual orientation, family structure or economic circumstances, you are loved just as you are. We have learned that love can truly change the world, and we hope you join us as we continue to work together in changing it for the better! AMEN.

6b. STATEMENT OF CONSENT

The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates.

As the committee charged with the responsibility for identifying and recommending suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile?
 - a. Pastor Search Committee
 - i. Kristopher Dornan (Lead)
 - ii. Diana Goode
 - iii. Matt Karlovec
 - iv. Jack Fitts
 - v. Betty Fitts
 - vi. Vonnie Packard
 - vii. Liz Wolanski

Signed: Kristopher J. Dornan
Church Moderator
May 2023

6c. VALIDATION BY CONFERENCE/ASSOCIATION

The congregation is currently in good standing with the association / conference named.

Staff Comment: Yes

To the best of my knowledge, ministerial history information is complete.

Staff Comment: Yes

To the best of my knowledge, available church financial information is presented thoroughly.

Staff Comment: An Open and Affirming congregation, the First Congregational North Ridgeville is a living faith community with a multigenerational membership and a true commitment to extravagant welcome to all. The congregation boasts a vital children and youth ministry, a true sense of friendship and fellowship as well as an active engagement in the wider community. FCC is a strong congregation, open to the Spirit for what is next. The area around the church is growing which presents new possibilities for wider ministry. The congregation is ready for the new as it has awareness that the world is changing fast and that Church needs to remain relevant to society and the world.

My signature below attests to the above three items.

Signature:

Name / Title: Rev. Nayiri Karjian, Association General Minister

Email: nayiri.agm@livingwaterone.org

Phone: 330.940.2220 x102

Date: May 19, 2023

**UNITED CHURCH
OF CHRIST**



This document is created through support to Our Church's Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

"Jesus answered them, 'Have faith in God!'" – Mark 11:22